



**Global Health & Safety
Directive
Duni Group**

Adopted September 2022

Updated 2023, 2024

Latest update and approval by Duni AB CEO in January 2024

1. Purpose

The wellbeing and safety of our employees is at the core of the Duni Group way of doing business. A safe and healthy business environment is important for the long-term sustainable growth of the Group. Safety should always be considered first to ensure our own and others' health and safety. The CEO of Duni AB (publ) has adopted this Global Health and Safety Directive (this "**Directive**").

The Group shall always meet legal and stakeholder requirements for health and safety. The **Code of Business Conduct** and the **General Requirements** detail the social expectations of all Duni manufacturing and office sites. We adhere to ILO conventions and other internationally recognised principles, as detailed in our Code of Business Conduct. In addition, the **Work Environment Directive** outlines our general objectives for the wellbeing of our employees.

The Global Health & Safety Directive is a summary of our commitment and expectations and is addressed to all employees, leaders, contractors, and visitors within the Duni Group.

2. Commitment, Collaboration and Dialogue

Duni Group leaders of all levels are role models for a safe behaviour. Safety is ensured only when Duni Group leaders are constantly seen acting to validate the importance of the wellbeing and safety of all. Duni Group leaders are responsible to ensure open dialogue with employees, compliance with the formal directive, and local health and safety policies and procedures. Leaders shall act promptly to report unsafe conditions.

Duni Group employees, including temporary employees, contract and agency personnel, migrant workers, and subcontractor are responsible for engaging and acting as role models for work safety and adhering to local health and safety procedures.

Training and understanding are at the heart of a safe working environment. All employees shall have sufficient training and feedback to act safely. Information on health and safety must be available in a language which the employees understand.

3. Manufacturing facilities

At each manufacturing site there shall be a means for collaboration on safety issues. This as a rule includes but is not restricted to safety committee, worker representatives chosen by themselves and documentation and communication on safety work progress.

Each manufacturing site shall have:

- A statement/local directive from local management on their commitment for Health & Safety
- Workplace risk assessments, including assessing potential risk prior to implementing changes
- Health and safety instructions and warnings where relevant
- Procedures for regular safety inspections of equipment and workplace and assessments to identify unsafe behaviour. These may take many forms, like safety commitment rounds, peer-reviews, internal audits, housekeeping etc.
- Regular health assessments as per identified risks or local law
- Incident and accident reporting
- Clearly communicated activities or goals to ensure continuous improvement

4. Availability and follow-up

This Global Health and Safety Directive provides a framework for local policies and is available to all employees on the intranet and to other stakeholders at www.dunigroup.com. Duni Group will monitor compliance through regular on-site Code of Business Conduct audits at own manufacturing sites. Duni Group will also report injuries in yearly reporting. Whistleblower Policy will be handled at board level in accordance to set procedure.